

- **Rick Tennant – Director of Operations.**

Rick has over 18 years-experience in the Drug Screening industry. He is a certified trainer and an expert in areas of the drug screening process. Rick has led the operations of small and large companies. His in-depth knowledge of the drug screening process and how it relates to each customers unique requirements ensures we meet our customer's expectations. Rick is highly organized and sharply focused on customer satisfaction.

Rick's has been with WFQA since 2005 and has been instrumental in developing its customer base and operational efficiencies by serving in various leadership positions. His extensive experience in the industry has allowed him to assist in the development of customer interfaces that allow for the excellent customer experience WFQA clients enjoy.

- **Dr. Paul Tynor, Chief Medical Officer.**

Dr. Paul Tynor, M.D., is a national authority in the field of MRO issues. Dr. Tynor is a graduate of the University of Minnesota Medical School and has a Master of Public Health degree from the University of Utah and completed an Occupational Medicine residency at the Rocky Mountain Center for Occupational & Environmental Health at the University of Utah. He is Board Certified in Occupational Medicine and was the first certified MRO in the Intermountain West. He has been a staff physician at Intermountain Health Care's WorkMed and Instacare Clinics. Dr. Tynor founded Intermountain MRO Services in 1992.